

# State of the Civilian Career Program (PACM)

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**(PACM stands for Public Affairs and Communications Media Career Program)**

# Program Goal Triad

- **Attract and Grow top talent**
- **Assist management in talent acquisition**
- **Guide Professional Development**

# Two-pronged Effort

- PACM Planning Board, VTCs, FC, DFC and FCR Policy Input
- APAC Proponency mission
  - lifecycle management (structure, acquisition, trng/ed, distriubtion, deployment, sustainment, prof. dev. and separation)
  - advanced Public Affairs Training
  - Teamwork (FCR influence :: to proponency as OCPA leadership :: officers, SGM :: enlisted)
  - Basic PACM mission remains intact

# Charting Our Course

- AR and PAM 690-950 (draft)
- Army's Career Program Policy Committee
- OCPA leadership
- Feedback

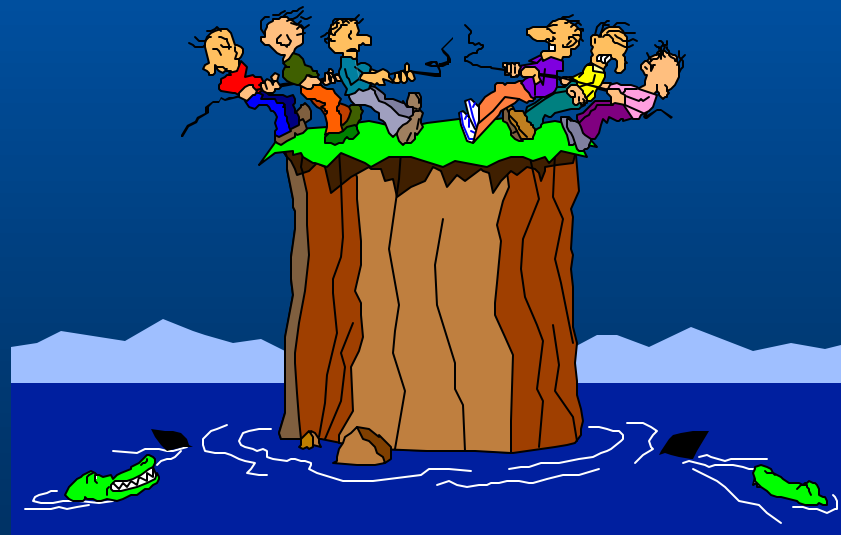


# PACM Technology

- **Easy ACCES**
  - Army Civilian Career Evaluation System
  - It's automated
- **ACTEDS**
  - Army Civilian Training and Education Development System
  - Our Bible

# Civilians in Transition (or what's .....worrying us)

- Not much progress (JOPAC oversubscribed; JCC, AMSC TWI suffer)
- Poor referral lists
- Aging workforce



# Other Planning Board Issues

- Deployment
- Intern recruiting
- Environmental Training
- Progression positions
- Local Interns
- Backfill

# What you need to do

- Register in Easy ACCES
- Keep address data current
- Respond to referral notices
- Find Outstanding scholars for intern candidates
- Provide demographic data
- Get in your CPMs face



What's on your mind?

